



# SB 645 Performance Based Accountability

## Fact Sheet



Senate Bill (SB) 645, which became law on January 1, 1996, gives the State Job Training Coordinating Council (SJTCC) the responsibility for designing and implementing a system to evaluate the performance of publicly-funded workforce preparation programs in California. Each June beginning in 1998, the SB 645 system must issue a report card on workforce preparation in the state. SB 645 provides a structure for the development of this performance-based accountability (PBA) system that includes:

1. **Measures** that are objective indicators of the achievement of workforce preparation system goals;
2. **Performance standards** that are levels set for measures to establish the minimum acceptable achievement of goals/objectives or to establish thresholds for excellence;
3. A **continuous improvement process** that incorporates incentives and sanctions.

To meet the requirements of SB 645, the SJTCC formed the Special Committee for PBA (PBA Committee). As a first step, the PBA Committee plans to apply certain measures across California's workforce preparation system. Initially, all of these measures will be based on individual participant data periodically provided by service providers and program operators, including those that receive funding through the Job Training Partnership Act, the Carl D. Perkins Vocational Education Act, the Job Opportunities and Basic Skills program (GAIN in California), the Wagner Peyser Act, the Employment Training Panel, and certificated community college programs. Although listed in SB 645, the Food Stamp Employment and Training program and adult and vocational education programs operated by the California Department of Education will not be included in the first set of SB 645 report cards.

Program operators and service providers will provide the SB 645 system with individual participant data keyed on social security numbers along with other information, such as program and provider identifiers, type of intervention, individual's education level, and relevant demographic data. The SB 645 system will then match this data with data in a number of databases that contain information on individuals' employment status, wages, enrollment in education programs, etc. By analyzing the resulting matched data, the SB 645 system will report on the following measures of performance:

1. Employment Rate
2. Length of Employment Retention at One and Three year Follow-up Periods
3. Earnings Before and After Program Participation
4. Rate of Change in Unemployment Insurance Status
5. Rate of Advancement to Public, Post-Secondary Education
6. Rate of Change in Status from Tax Receiver to Tax Payer

The PBA Committee perceives four customer groups for the SB 645 system: oversight agencies (e.g. Governor, Legislature, etc.), state and local workforce preparation system operators, individuals, and employers. The SB 645 system will produce information that is customized to the needs of each customer based on the same individual outcome data.

SB 645 requires that no information that could identify an individual participant may be made public. SB 645 information will be used not only for accountability purposes, but also by service providers, county welfare departments, and other workforce preparation program operators for the continuous improvement of their services. Further, some of the information will be used to aid participants in comparing alternatives and choosing the best service providers and programs for their needs.

To help individuals with these decisions, the One-Stop Career Center initiative is developing the Consumer Report System (CRS). The CRS will provide individuals and employers with descriptive and performance information on the services offered by workforce preparation providers. The performance data in the CRS will be derived from information available through the SB 645 system.